

# Employment Cost Index

## Technical Note

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate, or straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the private economy and the public sector—excluding farms, private households, the self-employed and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample establishments are classified by industry based on the 1987 Standard Industrial Classification Manual (SIC), as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broad occupational definitions.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, the 1990 employment counts, primarily from the Bureau's Occupational Employment Sur-

vey, were used. From June 1986 to December 1994, employment counts from the 1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI is available in several sources. These include an annual bulletin, the latest of which is *Employment Cost Indexes and Levels, 1975-95*, (Bulletin 2466); chapter 8 of the *BLS Handbook of Methods* (Bulletin 2414), "The Employment Cost Index;" and several articles published in the *Monthly Labor Review*. The annual bulletin is available from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

**Table A-1. Employment Cost Index for total compensation<sup>1</sup>, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1995-97**

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1996	Mar. 1997	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997
<b>Compensation</b>										
Civilian workers .....	131.0	131.8	0.7	0.6	0.6	0.6	0.9	0.6	0.8	0.6
State and local government .....	132.5	133.2	.8	.6	.7	.6	.6	.6	.8	.5
Private industry workers .....	130.6	131.4	.6	.6	.7	.6	.9	.7	.7	.6
White-collar occupations .....	131.9	133.0	.7	.6	.7	.9	.8	.8	.7	.8
Blue-collar occupations .....	129.2	129.6	.6	.6	.6	.6	.7	.4	.9	.3
Service occupations .....	128.4	129.5	.6	.5	.3	.5	.7	.6	.9	.9
Goods-producing industries <sup>2</sup> .....	131.1	131.4	.6	.6	.8	.4	.9	.7	.6	.2
Construction .....	126.7	127.4	.6	.7	.7	.6	.5	.4	.9	.6
Manufacturing .....	132.2	132.4	.6	.6	.8	.5	.9	.8	.7	.2
Durables .....	132.8	132.9	.6	.5	.8	.3	1.2	.6	.7	.1
Nondurables .....	131.1	131.5	.6	.6	1.0	.7	.5	1.2	.7	.3
Service-producing industries <sup>3</sup> .....	130.4	131.5	.7	.6	.6	.8	.8	.7	.8	.8
Transportation and public utilities .....	130.6	131.0	.8	1.0	.7	.6	.7	.6	1.0	.3
Wholesale trade .....	131.0	133.2	.9	1.3	.8	.6	.9	.7	.8	1.7
Retail trade .....	127.6	128.7	.4	.7	.4	1.5	-.1	1.1	1.3	.9
Finance, insurance, and real estate <sup>4</sup> .....	126.0	128.6	1.3	.7	.3	1.1	1.4	.3	-.6	2.1
Services .....	133.6	134.5	.6	.5	.5	.8	.8	.7	.8	.7
Nonmanufacturing industries .....	130.1	131.0	.7	.7	.6	.7	.8	.7	.9	.7
<b>Wages and salaries</b>										
Civilian workers .....	128.0	129.1	.7	.7	.6	1.0	.8	.7	.8	.9
State and local government .....	130.6	131.4	.8	.6	.8	.6	.8	.6	.8	.6
Private industry workers .....	127.4	128.5	.7	.7	.7	1.0	.9	.7	.8	.9
White-collar occupations .....	128.9	130.2	.7	.7	.7	1.1	.9	.8	.8	1.0
Blue-collar occupations <sup>4</sup> .....	125.1	126.0	.9	.6	.5	.9	1.0	.5	.6	.7
Service occupations .....	125.5	126.6	.6	.6	.4	.7	.7	.9	1.0	.9
Goods-producing industries <sup>2,4</sup> .....	126.8	127.5	.8	.6	.7	.8	1.0	.8	.6	.6
Construction .....	120.9	122.3	.4	.8	.9	.9	.8	.5	.7	1.2
Manufacturing <sup>4</sup> .....	128.4	129.1	.8	.5	.6	.9	.9	.9	.5	.5
Durables <sup>4</sup> .....	128.4	129.0	.8	.6	.6	.6	1.1	.9	.5	.5
Nondurables .....	128.7	129.2	.7	.6	1.0	.9	.5	1.1	.8	.4
Service-producing industries <sup>3</sup> .....	127.7	129.0	.7	.8	.7	1.1	.8	.7	.9	1.0
Transportation and public utilities .....	127.0	128.1	.7	.8	.6	.6	.5	.7	.8	.9
Wholesale trade .....	129.5	131.8	.9	1.4	1.1	.9	.9	.7	.7	1.8
Retail trade .....	125.8	127.4	.4	.7	.2	2.1	-.1	1.0	1.3	1.3
Finance, insurance, and real estate <sup>4</sup> .....	122.2	124.5	1.7	.9	.3	1.2	1.8	.2	.0	1.9
Services .....	130.6	131.6	.6	.6	.6	1.0	1.1	.7	.7	.8
Nonmanufacturing industries .....	127.0	128.0	.7	.9	.7	1.0	.9	.8	1.0	.9

**Table A-1. Employment Cost Index for total compensation<sup>1</sup>, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1995-97 — Continued**

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1996	Mar. 1997	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997
Benefit costs										
Civilian workers .....	138.3	138.5	0.6	0.5	0.5	0.1	0.6	0.6	0.7	0.1
State and local government .....	136.8	137.5	1.0	.5	.5	.7	.4	.4	.7	.5
Private industry workers .....	138.7	138.7	.5	.5	.5	.0	.7	.5	.7	.0
White-collar occupations .....	140.1	140.5	.7	.4	.5	.1	.7	.8	.5	.3
Blue-collar occupations .....	137.2	137.0	.3	.5	.6	.0	.7	.2	.7	-.1
Service occupations .....	137.2	138.4	.4	.2	.1	-.1	.3	.1	.6	.9
Goods-producing industries <sup>2</sup> .....	140.2	139.4	.2	.4	1.0	-.2	.8	.4	.9	-.6
Manufacturing .....	140.2	139.4	.1	.5	1.1	-.1	.9	.6	.8	-.6
Service-producing industries <sup>3</sup> .....	137.8	138.3	.8	.4	.4	.1	.6	.7	.6	.4
Nonmanufacturing industries .....	138.3	138.8	.7	.5	.3	.1	.5	.5	.7	.4

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> No identifiable seasonality was found for this series.

**Table A-2. Employment Cost Index for total compensation<sup>1</sup> for civilian and State and local government workers by industry, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers .....	128.3	130.9	132.0	0.9	0.5	0.8	2.8	2.9	2.9
Excluding sales .....	128.6	131.2	132.1	.9	.5	.7	2.7	2.9	2.7
Workers, by occupational group									
White-collar occupations .....	129.1	131.9	133.1	.9	.5	.9	2.9	3.0	3.1
Excluding sales .....	129.7	132.4	133.5	.9	.4	.8	2.7	3.0	2.9
Professional specialty and technical ...	130.6	133.1	133.7	.9	.4	.5	2.8	2.9	2.4
Executive, administrative, and managerial .....	128.5	131.5	133.2	.9	.3	1.3	2.6	3.2	3.7
Administrative support, including clerical .....	130.1	132.6	133.6	.9	.5	.8	2.8	2.8	2.7
Blue-collar occupations .....	126.7	129.1	129.8	.7	.6	.5	2.5	2.6	2.4
Service occupations .....	128.0	131.0	132.0	.5	1.0	.8	2.4	2.8	3.1
Workers, by industry division									
Goods-producing <sup>2</sup> .....	128.3	130.9	131.5	.7	.6	.5	2.4	2.7	2.5
Manufacturing .....	129.3	132.1	132.6	.8	.6	.4	2.5	3.0	2.6
Service-producing <sup>3</sup> .....	128.2	130.9	132.1	.9	.5	.9	2.9	3.0	3.0
Services .....	130.4	133.2	134.1	.8	.5	.7	2.5	2.9	2.8
Health services .....	132.5	134.4	135.2	.4	.2	.6	2.4	1.8	2.0
Hospitals .....	132.3	133.8	134.2	.7	.1	.3	2.7	1.8	1.4
Educational services .....	130.5	133.9	134.0	.2	.5	.1	2.8	2.8	2.7
Public administration .....	129.2	131.8	133.0	.7	.8	.9	3.0	2.7	2.9
Nonmanufacturing .....	127.9	130.5	131.7	.9	.5	.9	2.8	2.9	3.0
State and local government workers .....	129.9	132.7	133.2	.5	.6	.4	2.8	2.6	2.5
Workers, by occupational group									
White-collar occupations .....	129.6	132.5	132.9	.4	.5	.3	2.7	2.6	2.5
Professional specialty and technical ...	129.1	132.3	132.5	.2	.5	.2	2.5	2.7	2.6
Executive, administrative, and managerial .....	130.7	132.9	134.1	.6	.7	.9	3.0	2.3	2.6
Administrative support, including clerical .....	130.0	133.0	133.3	.7	.9	.2	2.9	3.0	2.5
Blue-collar occupations .....	129.0	131.2	132.1	.8	.7	.7	2.9	2.5	2.4
Service occupations .....	131.9	134.5	135.6	.7	.7	.8	3.4	2.7	2.8
Workers, by industry division									
Services .....	130.0	133.1	133.2	.3	.5	.1	2.6	2.7	2.5
Excluding schools <sup>4</sup> .....	130.3	132.0	132.5	.7	.1	.4	3.1	2.0	1.7
Health services .....	132.5	134.1	134.5	.7	.1	.3	3.2	1.9	1.5
Hospitals .....	132.6	134.3	134.8	.7	.1	.4	3.3	2.0	1.7
Educational services .....	129.7	133.0	133.1	.2	.5	.1	2.5	2.8	2.6
Schools .....	130.0	133.4	133.4	.2	.6	.0	2.5	2.8	2.6
Elementary and secondary .....	130.2	133.1	133.1	.1	.4	.0	2.4	2.3	2.2
Colleges and universities .....	129.4	134.0	134.3	.5	1.1	.2	2.7	4.1	3.8
Public administration .....	129.2	131.8	133.0	.7	.8	.9	3.0	2.7	2.9

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

<sup>4</sup> Formerly called hospitals and other services.

**Table A-3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers by industry and occupational group, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Private industry workers .....	127.9	130.6	131.7	0.9	0.6	0.8	2.7	3.1	3.0
Excluding sales .....	128.3	130.8	131.9	.9	.5	.8	2.6	2.9	2.8
White-collar occupations .....	129.0	131.7	133.1	1.1	.5	1.1	3.0	3.2	3.2
Excluding sales .....	129.9	132.5	133.7	1.0	.4	.9	2.9	3.0	2.9
Professional specialty and technical .....	131.6	133.7	134.6	1.3	.3	.7	3.1	2.9	2.3
Executive, administrative, and managerial .....	128.0	131.3	133.0	.9	.3	1.3	2.5	3.5	3.9
Sales .....	124.8	128.1	130.1	1.3	1.1	1.6	3.8	4.0	4.2
Administrative support, including clerical .....	130.1	132.5	133.7	.9	.4	.9	2.8	2.7	2.8
Blue-collar occupations .....	126.6	129.0	129.6	.8	.7	.5	2.5	2.7	2.4
Precision production, craft, and repair ....	126.5	129.1	129.6	.6	.7	.4	2.5	2.7	2.5
Machine operators, assemblers, and inspectors .....	127.1	129.5	130.0	.7	.6	.4	2.3	2.6	2.3
Transportation and material moving .....	123.9	125.2	126.1	.7	.2	.7	1.7	1.8	1.8
Handlers, equipment cleaners, helpers, and laborers .....	128.5	131.3	132.8	1.3	1.0	1.1	3.5	3.5	3.3
Service occupations .....	125.8	128.9	129.8	.5	1.2	.7	1.9	3.0	3.2
Production and nonsupervisory occupations <sup>2</sup> .....	127.5	130.0	131.1	1.0	.6	.8	2.7	2.9	2.8
Goods-producing industries <sup>3</sup> .....	128.2	130.9	131.4	.7	.6	.4	2.3	2.8	2.5
Excluding sales occupations .....	128.0	130.5	131.1	.8	.5	.5	2.5	2.8	2.4
White-collar occupations .....	130.0	132.9	133.5	.8	.5	.5	2.2	3.0	2.7
Excluding sales .....	129.4	132.1	132.6	.9	.5	.4	2.5	3.0	2.5
Blue-collar occupations .....	127.1	129.6	130.2	.6	.5	.5	2.4	2.6	2.4
Construction .....	124.3	126.4	127.2	.7	.4	.6	2.6	2.4	2.3
Manufacturing .....	129.3	132.1	132.6	.8	.6	.4	2.5	3.0	2.6
White-collar occupations .....	130.5	133.6	133.9	.8	.6	.2	2.4	3.2	2.6
Excluding sales .....	129.5	132.5	132.8	.9	.5	.2	2.7	3.3	2.5
Blue-collar occupations .....	128.4	131.1	131.7	.7	.7	.5	2.5	2.8	2.6
Durables .....	129.7	132.6	133.0	.5	.5	.3	2.1	2.8	2.5
Aircraft manufacturing (SIC 3721) .....	136.9	137.4	137.3	2.3	-.6	-.1	4.8	2.7	.3
White-collar occupations .....	132.4	133.7	133.5	2.6	-.1	-.1	4.5	3.6	.8
Blue-collar occupations .....	143.3	142.3	142.3	2.0	-1.5	.0	5.6	1.3	-.7
Nondurables .....	128.3	131.0	131.7	1.0	.8	.5	2.9	3.1	2.7
Service-producing industries <sup>4</sup> .....	127.6	130.2	131.6	1.1	.5	1.1	3.0	3.2	3.1
Excluding sales occupations .....	128.4	130.9	132.2	.9	.5	1.0	2.7	2.9	3.0
White-collar occupations .....	128.5	131.1	132.7	1.1	.4	1.2	3.1	3.1	3.3
Excluding sales .....	130.0	132.6	134.0	1.0	.3	1.1	2.8	3.0	3.1
Blue-collar occupations .....	125.2	127.3	128.2	1.0	.7	.7	2.5	2.7	2.4
Service occupations .....	125.3	128.6	129.5	.4	1.2	.7	1.9	3.0	3.4

See footnotes at end of table.

**Table A-3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers by industry and occupational group, selected periods, 1996-97 — Continued**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Transportation and public utilities .....	127.9	130.4	131.3	1.0	0.9	0.7	3.1	3.0	2.7
Transportation .....	126.9	129.2	130.6	1.4	.8	1.1	3.8	3.3	2.9
Public utilities .....	128.9	131.7	132.0	.3	1.0	.2	2.2	2.5	2.4
Communications .....	128.0	131.1	130.2	-.2	1.5	-.7	1.3	2.2	1.7
Electric, gas, and sanitary services .....	130.1	132.4	134.2	1.1	.3	1.4	3.3	2.9	3.2
Wholesale and retail trade .....	125.5	128.6	130.1	1.0	.9	1.2	3.1	3.5	3.7
Excluding sales occupations .....	125.9	129.0	130.4	.7	.8	1.1	2.9	3.2	3.6
Wholesale trade .....	127.5	130.9	132.9	.4	.8	1.5	3.5	3.1	4.2
Excluding sales occupations .....	127.4	130.9	132.6	.2	.7	1.3	2.4	3.0	4.1
Retail trade .....	124.5	127.4	128.5	1.5	1.0	.9	3.0	3.8	3.2
General merchandise stores .....	122.4	126.3	126.4	.6	1.4	.1	1.9	3.8	3.3
Food stores .....	123.6	128.4	128.2	1.0	1.1	-.2	2.3	4.9	3.7
Finance, insurance, and real estate .....	124.5	126.0	128.6	1.1	-.6	2.1	3.6	2.4	3.3
Excluding sales occupations .....	127.5	129.2	131.5	1.4	-.4	1.8	3.1	2.8	3.1
Banking, savings and loan, and other credit agencies .....	126.9	128.0	130.6	2.0	-1.8	2.0	2.8	2.9	2.9
Insurance .....	127.6	129.6	131.9	1.4	.2	1.8	3.3	2.9	3.4
Excluding sales occupations .....	132.1	133.5	136.0	1.5	.1	1.9	3.5	2.5	3.0
Services .....	130.7	133.4	134.6	1.0	.5	.9	2.5	3.1	3.0
Business services .....	128.9	131.8	133.3	2.1	1.2	1.1	3.5	4.4	3.4
Health services .....	132.6	134.5	135.5	.3	.2	.7	2.2	1.7	2.2
Hospitals .....	132.2	133.7	134.0	.7	.2	.2	2.6	1.8	1.4
Nursing homes .....	-	-	-	.5	.9	.7	2.7	2.6	2.8
Educational services .....	134.4	138.0	138.5	.5	.4	.4	4.3	3.2	3.1
Colleges and universities .....	135.9	139.1	139.5	.5	.4	.3	5.1	2.9	2.6
Nonmanufacturing industries .....	127.2	129.8	131.1	1.0	.5	1.0	2.8	3.1	3.1
White-collar occupations .....	128.5	131.1	132.7	1.2	.5	1.2	3.0	3.2	3.3
Excluding sales .....	130.0	132.5	134.0	1.1	.3	1.1	2.8	3.0	3.1
Blue-collar occupations .....	124.6	126.7	127.5	.7	.6	.6	2.6	2.4	2.3
Service occupations .....	125.3	128.6	129.4	.5	1.3	.6	1.9	3.1	3.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

**Table A-4. Employment Cost Index for total compensation<sup>1</sup> for private industry workers, by bargaining status, region, and area size, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Workers, by bargaining status:									
Union .....	128.5	130.8	131.0	0.6	0.5	0.2	2.7	2.4	1.9
Blue-collar occupations .....	126.8	128.9	128.9	.4	.5	.0	2.3	2.1	1.7
Goods-producing industries <sup>2</sup> .....	127.9	129.8	130.0	.3	.5	.2	2.2	1.8	1.6
Service-producing industries <sup>3</sup> .....	129.0	131.7	131.9	.9	.5	.2	3.4	3.0	2.2
Manufacturing .....	128.8	130.6	130.8	.5	.6	.2	2.0	2.0	1.6
Blue-collar occupations .....	128.3	130.1	130.5	.4	.5	.3	1.7	1.8	1.7
Nonmanufacturing .....	128.0	130.4	130.6	.7	.4	.2	3.2	2.6	2.0
Nonunion .....	127.7	130.4	131.8	.9	.5	1.1	2.7	3.1	3.2
Blue-collar occupations .....	126.3	128.9	129.9	1.0	.9	.8	2.7	3.0	2.9
Goods-producing industries <sup>2</sup> .....	128.3	131.3	132.0	.9	.7	.5	2.5	3.2	2.9
Service-producing industries <sup>3</sup> .....	127.3	129.9	131.5	1.0	.5	1.2	2.8	3.1	3.3
Manufacturing .....	129.3	132.5	133.1	.8	.6	.5	2.5	3.3	2.9
Blue-collar occupations .....	128.1	131.4	132.2	.9	.8	.6	2.9	3.5	3.2
Nonmanufacturing .....	127.0	129.6	131.1	1.0	.5	1.2	2.8	3.1	3.2
Workers, by region: <sup>4</sup>									
Northeast .....	128.9	131.1	132.2	.9	.4	.8	2.6	2.6	2.6
South .....	127.0	129.7	130.8	1.1	.7	.8	2.7	3.3	3.0
Midwest .....	129.5	132.1	133.3	.9	.6	.9	2.9	3.0	2.9
West .....	125.9	128.9	130.3	.7	.5	1.1	2.7	3.1	3.5
Workers, by area size:									
Metropolitan areas .....	128.0	130.6	131.7	.9	.5	.8	2.8	3.0	2.9
Other areas .....	127.2	130.2	131.4	.6	1.2	.9	1.9	2.9	3.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland,

Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

**Table A-5. Employment Cost Index for wages and salaries only for civilian and State and local government workers, by industry and occupational group, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers .....	125.1	128.0	129.2	1.0	0.6	0.9	3.1	3.3	3.3
Excluding sales .....	125.3	128.1	129.2	.9	.5	.9	3.0	3.1	3.1
Workers, by occupational group									
White-collar occupations .....	126.3	129.3	130.6	1.0	.5	1.0	3.2	3.4	3.4
Excluding sales .....	127.0	129.9	131.0	1.0	.4	.8	3.1	3.3	3.1
Professional specialty and technical ...	128.0	130.7	131.4	.9	.4	.5	3.1	3.0	2.7
Executive, administrative, and managerial .....	126.2	129.4	131.0	1.2	.3	1.2	3.3	3.8	3.8
Administrative support, including clerical .....	126.4	129.1	130.4	1.0	.5	1.0	2.9	3.1	3.2
Blue-collar occupations .....	122.8	125.4	126.2	.9	.7	.6	3.0	3.0	2.8
Service occupations .....	124.2	127.6	128.6	.6	1.1	.8	2.5	3.4	3.5
Workers, by industry division									
Goods-producing <sup>1</sup> .....	123.9	126.8	127.6	.8	.6	.6	2.8	3.2	3.0
Manufacturing .....	125.4	128.4	129.1	.9	.5	.5	2.9	3.3	3.0
Service-producing <sup>2</sup> .....	125.6	128.5	129.8	1.0	.6	1.0	3.2	3.4	3.3
Services .....	128.0	131.1	132.0	.9	.6	.7	2.9	3.3	3.1
Health services .....	129.3	131.4	132.4	.7	.5	.8	2.5	2.3	2.4
Hospitals .....	128.6	130.5	131.0	.6	.4	.4	2.5	2.1	1.9
Educational services .....	128.8	132.3	132.5	.2	.5	.2	3.0	3.0	2.9
Public administration .....	124.9	127.7	128.9	.6	.9	.9	2.5	2.9	3.2
Nonmanufacturing .....	125.0	127.8	129.1	1.1	.6	1.0	3.2	3.3	3.3
State and local government workers .....	127.8	130.9	131.4	.4	.6	.4	2.8	2.8	2.8
Workers, by occupational group									
White-collar occupations .....	127.9	131.1	131.4	.4	.6	.2	2.8	2.9	2.7
Professional specialty and technical ...	128.3	131.7	131.9	.2	.5	.2	2.8	2.9	2.8
Executive, administrative, and managerial .....	127.7	130.2	131.3	.6	.7	.8	2.9	2.6	2.8
Administrative support, including clerical .....	125.8	129.0	129.2	.6	1.0	.2	2.7	3.1	2.7
Blue-collar occupations .....	126.6	128.8	129.6	.7	.7	.6	2.8	2.5	2.4
Service occupations .....	128.1	131.0	132.4	.6	.7	1.1	2.8	2.9	3.4
Workers, by industry division									
Services .....	128.6	131.9	132.1	.3	.5	.2	3.0	2.9	2.7
Excluding schools <sup>3</sup> .....	128.2	130.5	131.2	.6	.3	.5	2.6	2.4	2.3
Health services .....	129.3	131.4	132.1	.5	.2	.5	2.6	2.2	2.2
Hospitals .....	129.1	131.3	131.9	.5	.3	.5	2.6	2.3	2.2
Educational services .....	128.5	132.0	132.1	.2	.5	.1	3.0	2.9	2.8
Schools .....	128.7	132.2	132.2	.2	.6	.0	3.0	3.0	2.7
Elementary and secondary .....	129.3	132.4	132.4	.1	.3	.0	3.0	2.5	2.4
Colleges and universities .....	126.8	131.2	131.5	.7	1.1	.2	2.9	4.2	3.7
Public administration .....	124.9	127.7	128.9	.6	.9	.9	2.5	2.9	3.2

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

<sup>3</sup> Formerly called hospitals and other services.



**Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Private industry workers .....	124.4	127.3	128.6	1.1	0.6	1.0	3.2	3.4	3.4
Excluding sales .....	124.7	127.5	128.6	1.1	.6	.9	3.1	3.3	3.1
White-collar occupations .....	125.8	128.7	130.2	1.2	.5	1.2	3.4	3.5	3.5
Excluding sales .....	126.7	129.4	130.8	1.2	.3	1.1	3.2	3.4	3.2
Professional specialty and technical .....	127.8	129.9	131.0	1.3	.2	.8	3.3	3.0	2.5
Executive, administrative, and managerial .....	125.9	129.3	131.0	1.2	.3	1.3	3.3	3.9	4.1
Sales .....	122.0	125.9	127.8	1.3	1.6	1.5	4.4	4.6	4.8
Administrative support, including clerical .....	126.5	129.2	130.6	1.0	.5	1.1	2.9	3.1	3.2
Blue-collar occupations .....	122.5	125.1	126.0	.9	.6	.7	2.9	3.0	2.9
Precision production, craft, and repair ....	122.4	125.1	125.8	.8	.7	.6	3.0	3.0	2.8
Machine operators, assemblers, and inspectors .....	123.4	126.4	127.2	.9	.8	.6	3.2	3.4	3.1
Transportation and material moving .....	120.0	121.1	122.3	1.2	.1	1.0	2.6	2.1	1.9
Handlers, equipment cleaners, helpers, and laborers .....	124.2	127.1	128.4	1.3	1.0	1.0	3.4	3.7	3.4
Service occupations .....	122.2	125.7	126.6	.7	1.3	.7	2.3	3.5	3.6
Production and nonsupervisory occupations <sup>1</sup> .....	123.7	126.5	127.7	1.1	.7	.9	3.2	3.3	3.2
Goods-producing industries <sup>2</sup> .....	123.9	126.8	127.5	.8	.6	.6	2.9	3.2	2.9
Excluding sales occupations .....	123.5	126.3	127.0	.9	.5	.6	3.0	3.2	2.8
White-collar occupations .....	126.2	129.1	130.0	.7	.4	.7	2.6	3.0	3.0
Excluding sales .....	125.3	128.1	128.9	.9	.3	.6	2.9	3.1	2.9
Blue-collar occupations .....	122.4	125.3	126.0	.8	.6	.6	3.0	3.2	2.9
Construction .....	118.3	120.8	122.0	.8	.3	1.0	3.0	2.9	3.1
Manufacturing .....	125.4	128.4	129.1	.9	.5	.5	2.9	3.3	3.0
White-collar occupations .....	127.1	130.1	130.6	.8	.4	.4	2.6	3.2	2.8
Excluding sales .....	126.0	128.9	129.3	1.0	.4	.3	2.9	3.3	2.6
Blue-collar occupations .....	124.2	127.3	128.0	.9	.8	.5	3.2	3.4	3.1
Durables .....	125.1	128.4	129.0	.6	.5	.5	2.6	3.3	3.1
Aircraft manufacturing (SIC 3721) .....	129.0	130.9	132.0	.7	.2	.8	2.6	2.2	2.3
White-collar occupations .....	124.1	126.5	127.8	.7	.3	1.0	2.6	2.7	3.0
Blue-collar occupations .....	136.1	137.1	137.7	.7	.1	.4	2.6	1.5	1.2
Nondurables .....	125.8	128.5	129.3	1.1	.7	.6	3.2	3.3	2.8
Service-producing industries <sup>3</sup> .....	124.7	127.5	129.0	1.2	.6	1.2	3.3	3.5	3.4
Excluding sales occupations .....	125.6	128.3	129.7	1.1	.5	1.1	3.1	3.3	3.3
White-collar occupations .....	125.6	128.5	130.1	1.3	.5	1.2	3.5	3.6	3.6
Excluding sales .....	127.2	129.9	131.5	1.3	.3	1.2	3.2	3.4	3.4
Blue-collar occupations .....	122.7	124.8	126.0	1.1	.8	1.0	2.9	2.8	2.7
Service occupations .....	122.0	125.6	126.5	.6	1.3	.7	2.3	3.5	3.7

See footnotes at end of table.

**Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group, selected periods, 1996-97 — Continued**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Transportation and public utilities .....	124.6	127.0	128.2	0.7	0.9	0.9	2.8	2.7	2.9
Transportation .....	122.9	124.7	126.5	1.1	.7	1.4	3.3	2.5	2.9
Public utilities .....	126.5	129.8	130.1	.3	1.1	.2	2.1	2.9	2.8
Communications .....	126.1	130.3	129.8	-.1	1.6	-.4	1.4	3.2	2.9
Electric, gas, and sanitary services .....	127.0	129.0	130.4	.9	.4	1.1	2.9	2.5	2.7
Wholesale and retail trade .....	123.9	127.0	128.5	1.3	1.0	1.2	3.8	3.8	3.7
Excluding sales occupations .....	124.4	127.7	129.3	1.0	.9	1.3	3.5	3.7	3.9
Wholesale trade .....	126.1	129.6	131.4	.5	.9	1.4	4.3	3.3	4.2
Excluding sales occupations .....	126.3	129.8	131.8	.5	.7	1.5	3.4	3.3	4.4
Retail trade .....	122.8	125.8	127.1	1.8	1.1	1.0	3.5	4.3	3.5
General merchandise stores .....	121.0	124.7	125.0	.7	1.7	.2	2.6	3.8	3.3
Food stores .....	120.5	124.7	124.8	1.2	1.3	.1	2.3	4.7	3.6
Finance, insurance, and real estate .....	119.8	122.2	124.5	1.2	.0	1.9	4.2	3.2	3.9
Excluding sales occupations .....	123.4	125.3	127.2	1.7	-.6	1.5	3.4	3.3	3.1
Banking, savings and loan, and other credit agencies .....	122.7	123.8	125.9	2.2	-2.4	1.7	2.9	3.1	2.6
Insurance .....	123.6	126.0	127.9	1.1	.5	1.5	3.2	3.1	3.5
Excluding sales occupations .....	128.0	129.7	131.6	1.3	.3	1.5	3.4	2.7	2.8
Services .....	127.6	130.5	131.8	1.3	.6	1.0	3.0	3.6	3.3
Business services .....	126.9	130.1	131.4	2.1	1.2	1.0	3.9	4.7	3.5
Health services .....	129.3	131.4	132.5	.7	.5	.8	2.5	2.3	2.5
Hospitals .....	128.5	130.3	130.7	.6	.5	.3	2.5	2.0	1.7
Nursing homes .....	-	-	-	.8	1.0	1.1	3.1	2.8	3.1
Educational services .....	130.1	133.8	134.5	.5	.4	.5	3.6	3.4	3.4
Colleges and universities .....	130.6	133.8	134.6	.4	.3	.6	4.1	2.8	3.1
Nonmanufacturing industries .....	123.9	126.8	128.2	1.1	.7	1.1	3.3	3.5	3.5
White-collar occupations .....	125.4	128.3	129.9	1.3	.5	1.2	3.6	3.6	3.6
Excluding sales .....	126.9	129.6	131.2	1.2	.3	1.2	3.3	3.3	3.4
Blue-collar occupations .....	120.9	123.1	124.1	.9	.6	.8	2.9	2.8	2.6
Service occupations .....	122.0	125.5	126.4	.7	1.3	.7	2.3	3.5	3.6

<sup>1</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

**Table A-7. Employment Cost Index for wages and salaries only for private industry workers by bargaining status, region, and area size, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Workers, by bargaining status:									
Union .....	122.8	125.4	126.0	0.5	0.5	0.5	2.5	2.6	2.6
Blue-collar occupations .....	120.9	123.4	123.6	.5	.5	.2	2.3	2.6	2.2
Goods-producing industries <sup>1</sup> .....	121.3	123.6	124.1	.6	.3	.4	2.4	2.5	2.3
Service-producing industries <sup>2</sup> .....	124.8	127.6	128.2	.5	.6	.5	2.6	2.7	2.7
Manufacturing .....	122.9	125.2	125.6	.7	.6	.3	2.6	2.6	2.2
Blue-collar occupations .....	122.4	125.0	125.4	.7	.6	.3	2.4	2.8	2.5
Nonmanufacturing .....	122.8	125.5	126.1	.4	.5	.5	2.5	2.6	2.7
Nonunion .....	124.8	127.7	129.1	1.2	.6	1.1	3.3	3.6	3.4
Blue-collar occupations .....	123.6	126.3	127.5	1.2	.9	1.0	3.4	3.4	3.2
Goods-producing industries <sup>1</sup> .....	124.9	128.0	128.9	.9	.5	.7	3.0	3.4	3.2
Service-producing industries <sup>2</sup> .....	124.6	127.5	129.1	1.3	.7	1.3	3.4	3.7	3.6
Manufacturing .....	126.3	129.6	130.3	.9	.6	.5	2.9	3.5	3.2
Blue-collar occupations .....	125.4	128.8	129.8	1.0	.8	.8	3.5	3.7	3.5
Nonmanufacturing .....	124.2	127.0	128.5	1.3	.7	1.2	3.5	3.6	3.5
Workers, by region: <sup>3</sup>									
Northeast .....	124.9	127.7	128.8	1.1	.6	.9	3.0	3.3	3.1
South .....	124.1	127.0	128.5	1.4	.8	1.2	3.4	3.8	3.5
Midwest .....	125.1	127.7	129.0	1.2	.6	1.0	3.5	3.3	3.1
West .....	123.3	126.5	127.7	.5	.6	.9	2.8	3.1	3.6
Workers, by area size:									
Metropolitan areas .....	124.6	127.4	128.7	1.1	.6	1.0	3.3	3.4	3.3
Other areas .....	123.4	126.5	127.7	.8	1.2	.9	2.4	3.3	3.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland,

Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

**Table A-8. Employment Cost Index for benefits only for civilian, State and local, and private industry workers by industry and occupational group, selected periods, 1996-97**

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers .....	136.2	138.2	138.9	0.5	0.4	0.5	1.8	2.0	2.0
State and local government workers .....	134.7	136.8	137.4	.6	.5	.4	2.7	2.2	2.0
Private industry workers .....	136.6	138.6	139.4	.5	.4	.6	1.6	2.0	2.0
White-collar occupations .....	137.7	139.7	140.8	.7	.1	.8	1.8	2.2	2.3
Blue-collar occupations .....	135.2	137.0	137.2	.4	.6	.1	1.4	1.7	1.5
Service occupations .....	135.7	137.4	138.3	-.2	.9	.7	.5	1.0	1.9
Goods-producing industries <sup>1</sup> .....	137.7	139.7	139.9	.4	.6	.1	1.3	1.9	1.6
Service-producing industries <sup>2</sup> .....	135.5	137.4	138.5	.6	.1	.8	1.7	2.0	2.2
Manufacturing .....	137.5	139.8	139.9	.6	.7	.1	1.6	2.3	1.7
Aircraft manufacturing (SIC 3721) .....	154.2	151.6	148.6	5.5	-2.1	-2.0	9.4	3.8	-3.6
White-collar occupations .....	152.0	150.9	146.8	6.7	-.8	-2.7	8.5	5.9	-3.4
Blue-collar occupations .....	156.7	152.2	150.9	3.9	-3.9	-.9	10.7	.9	-3.7
Nonmanufacturing .....	136.0	137.9	138.9	.5	.3	.7	1.6	1.9	2.1
Union workers .....	139.1	140.7	140.2	.8	.6	-.4	3.2	2.0	.8
Nonunion workers .....	135.8	137.8	138.9	.5	.3	.8	1.2	2.0	2.3

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service

industries.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

**Table A-9. Employment Cost Index seasonal factors, 1997**

Series	March	June	September	December
State and local government:				
Wages and salaries .....	99.966	99.475	100.353	100.217
Benefit costs .....	99.949	99.832	100.211	99.996
Private industry:				
White-collar workers:				
Compensation .....	100.074	100.061	100.054	99.813
Wages and salaries .....	99.991	100.076	100.056	99.874
Benefit costs .....	100.186	100.077	100.081	99.682
Blue-collar workers:				
Compensation .....	100.026	100.087	100.051	99.845
Benefit costs .....	100.147	100.100	99.930	99.843
Service workers:				
Compensation .....	100.010	99.948	99.929	100.125
Wages and salaries .....	100.035	99.896	99.948	100.127
Benefit costs .....	99.940	100.093	99.874	100.118
Goods-producing industries:				
Compensation .....	100.112	100.050	99.958	99.887
Benefit costs .....	100.323	100.143	99.878	99.675
Construction:				
Compensation .....	99.870	100.124	100.217	99.790
Wages and salaries .....	99.774	100.082	100.243	99.906
Manufacturing:				
Benefit costs .....	100.381	100.110	99.813	99.716
Durable goods:				
Compensation .....	100.070	100.084	99.974	99.882
Nondurable goods:				
Compensation .....	100.130	100.139	99.843	99.897
Wages and salaries .....	100.081	100.140	99.912	99.869
Service-producing industries:				
Wages and salaries .....	100.026	100.054	100.078	99.834
Benefit costs .....	100.131	100.058	100.127	99.697
Transportation and public utilities:				
Compensation .....	100.229	99.940	100.010	99.827
Wages and salaries .....	100.117	99.935	99.953	100.000
Wholesale trade:				
Compensation .....	99.795	100.247	100.014	99.956
Wages and salaries .....	99.716	100.271	99.922	100.099
Retail trade:				
Compensation .....	99.824	100.151	100.186	99.840
Wages and salaries .....	99.773	100.085	100.132	100.017
Services:				
Compensation .....	100.078	99.994	100.042	99.883
Wages and salaries .....	100.122	99.939	100.011	99.924
Nonmanufacturing industries:				
Compensation .....	100.047	100.056	100.113	99.784
Wages and salaries .....	99.991	100.057	100.079	99.872
Benefit costs .....	100.102	100.076	100.111	99.732